

Guam Department of Labor

Fair Employment Practice Division

Reasons for Filing a Charge of Discrimination

Policy: To protect and safeguard the civil rights of all individuals on Guam to seek, have access to, obtain and hold employment without discrimination because of race, religious creed, color, national origin, ancestry, physical handicap, medical condition, marital status, sex and/or age. Employment practices should treat all individuals equally, evaluating each individual only on the basis of bona fide occupational qualification, unless pursuant to permissible defense as enumerated in the law.

Sometimes employment practices are unfair, but not illegal. We can only address charges of illegal discrimination. This means that **the unfair treatment you claim to have received must have happened because of one or more of the following reasons:**

1. Your Race

2. Your Color

3. Your Sex

4. Your National Origin or Ancestry

5. Your Religious Beliefs

6. Your Age (if you are age 40 or over)

7. Your Pregnancy

8. Your Disability

9. Your Genetic Information

10. Retaliation*

**Â Retaliation because of the following reason(s):*

a. You opposed an act violating one of the statutes enforced by the EEOC and Government of Guam/ Department of Labor.

b. You participated in any way in an investigation or proceeding conducted by the EEOC and or Guam Department of Labor/ Fair Employment Practice Division.

c. You associated with someone protected by one of the laws enforced by the EEOC and Government of Guam, Department of Labor.

UNFAIR TREATMENT THAT IS NOT DUE TO ONE OR MORE OF THE ABOVE REASONS IS NOT HANDLED BY THE FAIR EMPLOYMENT PRACTICE DIVISION, GUAM DEPARTMENT OF LABOR.

If you believe that the action taken against you was based on one or more of the above reasons, please complete an EEOC/FEPA **Intake Questionnaire**. All information you provide is strictly confidential.

SUBMIT COMPLETED INTAKE QUESTIONNAIRE TO:

Guam Department of Labor

Fair Employment Practice Office

414 West Soledad Avenue

Suite 400, GCIC Building

Hagatna, Guam 96910

Telephone: (671) 475-7083/75

Fax: (671) 475-7045

Website: www.dol.guam.gov

Fair Employment Practice Officer/ FEPA Administrator

Scholastica 'Sally' Rivera

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